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Exhibit R-2, RDT&E Budget Item Justification: PB 2024 DoD Human Resources Activity **Date:** March 2023

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide / BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0808709SE / <i>Defense Equal Opportunity Management Institute (DEOMI)</i>
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COST (\$ in Millions)	Prior Years ⁽⁺⁾	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
Total Program Element	0.200	0.689	0.716	0.740	-	0.740	0.314	0.776	0.784	0.801	Continuing	Continuing
1: <i>Defense Equal Opportunity Management Institute (DEOMI)</i>	0.200	0.689	0.716	0.740	-	0.740	0.314	0.776	0.784	0.801	Continuing	Continuing

⁽⁺⁾ The sum of all Prior Years is \$0.000 million less than the represented total due to several projects ending

A. Mission Description and Budget Item Justification

DEOMI's mission is to develop and deliver innovative education, training, research and collaborative solutions to optimize total force readiness.

To accomplish this mission, DEOMI uses RDT&E funds to conduct Management Support. This includes:

- Management Support to inform advanced technologies, training methodologies, human relations job-aids, research publications and recommendations. Studies on a broad array of human relations topics to include on how leadership, human relations, culture, and other related topics impact individuals, units, families, organizations and their performance both positively and negatively. In addition, DEOMI will seek to understand the role of inclusive behaviors has on well-being and performance.
- Policy, program, and strategy development support to DMOC, the Office of Diversity, Equity, and Inclusion (ODEI), DHRA, Office of Force Resilience (OFR), the Services and other DoD organizations.
- DEOMI's Summer Faculty Research Program, Summer STEM internship program, and other formal and informal collaborations with external academic, research, government agencies across the world.

Together, these initiatives ensure DEOMI fields up-to-date training programs and deploys cutting edge training and support technologies/materials across the DoD. This is required by Executive Orders 13111 and 13218, which mandate all federal agencies to take full advantage of technological advances to educate and train the workforce, to ensure employees acquire the skills and learning needed to succeed in a changing workplace, and to report on the training technologies used.

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B. Program Change Summary (\$ in Millions)	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total
Previous President's Budget	0.689	0.716	0.736	-	0.736
Current President's Budget	0.689	0.716	0.740	-	0.740
Total Adjustments	0.000	0.000	0.004	-	0.004
• Congressional General Reductions	0.000	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Adjustments to Budget Year - Economic Assumptions	-	-	0.004	-	0.004

Change Summary Explanation

DEOMI is transitioning to become the Defense Culture Institute and as such is taking on expanded mission areas with respect to supporting the DoD's Culture, Diversity, Inclusion, and Equity needs. The research will inform policy, training, education, programs, and operations that rely so heavily on a diverse total force of military, civilian, and contractors.

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Exhibit R-2A, RDT&E Project Justification: PB 2024 DoD Human Resources Activity **Date:** March 2023

Appropriation/Budget Activity 0400 / 6	R-1 Program Element (Number/Name) PE 0808709SE / Defense Equal Opportunity Management Institute (DEOMI)	Project (Number/Name) 1 / Defense Equal Opportunity Management Institute (DEOMI)
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COST (\$ in Millions)	Prior Years	FY 2022	FY 2023	FY 2024 Base	FY 2024 OCO	FY 2024 Total	FY 2025	FY 2026	FY 2027	FY 2028	Cost To Complete	Total Cost
1: Defense Equal Opportunity Management Institute (DEOMI)	0.200	0.689	0.716	0.740	-	0.740	0.314	0.776	0.784	0.801	Continuing	Continuing
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-		

A. Mission Description and Budget Item Justification

Transfer from the U.S. Air Force

B. Accomplishments/Planned Programs (\$ in Millions)

	FY 2022	FY 2023	FY 2024
Title: Defense Equal Opportunity Management Institute (DEOMI)	0.689	0.716	0.740
Description: DEOMI's mission is to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.			
FY 2023 Plans: FY 2023 program continues with its mission to develop and deliver world-class human relations education, training, research and innovative solutions to enhance total force readiness.			
FY 2024 Plans: DEOMI will conduct fundamental topical research and analysis on a select group of human relations topics identified in DoDI 1350.02, DoDI 1020.03, and DoDI 1020.02E			
FY 2023 to FY 2024 Increase/Decrease Statement: Increases reflects revised economic assumptions.			
Accomplishments/Planned Programs Subtotals	0.689	0.716	0.740

C. Other Program Funding Summary (\$ in Millions)

N/A

Remarks

DEOMI transferred to DHRA in FY 2020 from the U.S. Air Force.

D. Acquisition Strategy

N/A